

ABSTRACT

RESEARCH PAPER: Job Satisfaction and Work Environment: Graduate

Nurses' Perceptions

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Turnover rate of new graduate nurses is often due to the inability to manage and organize complex work environments, inexperience with high patient acuity, and coworker relations (Halfer & Graf, 2006). Failure to succeed in these areas leads to problematic transitions from student to graduate nurse, low job satisfaction and high turnover (Halfer & Graf, 2006). The purpose of this study is to examine new graduate nurse job satisfaction, perceptions of the work environment, and changes in perceptions of confidence with length of time in position. This is a replication of Halfer and Graf's (2006) study. Kramer's Reality Shock Theory (1974) is the framework. The convenience sample will include 100 graduate nurses hired over 1 year working in the IU Health Network in inpatient units. The Halfer-Graf Job/Work Environment Nursing Satisfaction Survey will measure new nurse confidence in delivery of care, perceptions of work environment, and job satisfaction over time. Findings will help nursing leaders identify sources of new nurse job satisfaction to redesign educational approaches to support role transition of new graduate nurses.